

LABOUR IN BRAMPTON

- M. Proudlock

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INTRODUCTION

The history of labour in Brampton may at first appear to be of only moderate significance. Brampton was never a hotbed of union activity- it certainly never spawned any precedent setting labour disputes. It is, however, important to study Brampton's labour history because it is of some interest to trace the development of labour in a town (or city) so close to a metropolis such as Toronto. Also, Brampton's labour development is of substantial importance because many workers in Canada work and live in small cities like Brampton, not just in large ones like Toronto and Montreal. Therefore, much of Canada's labour history has gone unnoticed because it developed in places where people don't look for it.

The history of labour in Brampton was a peculiar one. Brampton was not at all typical of the "satellite" cities of Metropolitan Toronto. Brampton started as an agricultural centre, and went through a long metamorphosis until it became

today's modern industrial city. Labour, however, did not keep pace with the modernization of Brampton- in fact it was not until about 1960 that any consolidation of industrial unions took place.

This paper will outline the history of the labour force in Brampton and perhaps in it there will be an answer for its unusual tardiness in organization. Then, too, the understanding of the development of labour in Brampton helps one to understand the development of labour in small-town Ontario in general, the appreciation of which is of somewhat more than moderate significance.

1820 - 1900

The area now known as Brampton was first settled in the 1820's. Samuel Kenny, the first landowner in the area, sold his holdings to John Elliott, a native of Brampton, England, who sectioned the property into lots.¹ Elliott is popularly credited with being the founder of Brampton, Ontario.

The population of the area grew slowly and was facilitated by the building of a pub by William Buffy. "Buffy's Corners" as the area came to be called, served as a meeting place for the farmers of the district, who constituted the only labour force at that time.² Their farmsteads were isolated from one another, as the roads that did exist were barely negotiable. They were little more than "muddy tracks through the forest." The poor transportation facilities required the farmer of early Brampton to adopt a self-sufficient type of farming. Most farmers grew wheat, oats, corn, potatoes,³ and flax for his linen.⁴ Since it was so difficult to get his

produce to a market, it was much to the farmers' benefit, and they realized this very well, to farm only the produce they could consume themselves. This isolation meant that the farmers had to depend on the few neighbours they had, to help in the work that required more manpower than the farmer had at hand. The farming "bee" was an agricultural association of sorts, without which, the farmer of Brampton would have been in much more difficult straits.

"The neighbourhood bee provided the necessary manpower for heavy work: wood cutting, cabin building, stump pulling and barn raising. It was common practice to trade work for an obligation of future service from the recipient."⁶

In a society with not much currency, labour became a barterable commodity, as evidenced by these farming bees.

In the 1840's, immigrants started to come into the area in ever-increasing numbers. Most were from the British Isles, especially from Ireland, from where thousands fled the potato famine of 1845. This resulted in a large immigration of Irish artisans into Chinguacousy township. Several small villages emerged because of this immigration. The main communities surrounding Brampton at this time were Shelgrove, Mayfield, Westervelts Corners, and Frasers Corners.⁷ Small industries started to develop in these villages, including Brampton. None of them employed very many people, but for the first time there started to develop a labour force which was non-agricultural.

By 1853, there was an iron foundry; there were also tanneries, distilleries,⁸ and a number of factories which produced carriage wagons and ploughs.⁹ This was non-agricultural labour, to be sure, but it was still oriented towards the maintenance and development of the farm. Brampton was first and foremost an agricultural centre. It existed to serve the farmer, who was the economic lifeblood of the region and of the town.

1853 also saw the formation of an Agricultural Society in Brampton, which was the first formal labour-oriented organization in Brampton. It must be added, however, that Brampton farmers, and farmers in general, did not see themselves as "labour". The Brampton farmer considered himself, if not an employer, certainly a businessman. He had a product and he sold it. Yet, he was nevertheless a labourer. The farmer was a worker, even though he worked for himself. There didn't exist to any great extent in the Brampton area, a class of independent farm workers the likes of which existed in England and in the United States. The Brampton farmer, therefore, did not much employing. He worked the land himself, and was as much a part of labour in Brampton as any typical factory worker.

The same improved communication and transportation facilities that made the formation of the Brampton Agricultural Society possible, also allowed the farmer to escape from his prison of self-sufficient farming. He could now reach a market and was about to take full advantage of that situation. The

Brampton farmers almost universally switched to grain crops, for which there was a ready market. The farmer didn't have to make a large investment to switch to grains (overwhelmingly wheat) and there was the inviting prospect of a large capital return.¹⁰

The industrial sector was also expanding during this time. In 1849, the Haggart Foundry was established in Brampton. This factory produced (not surprisingly) farm implements,¹¹ but was significant because it was Brampton's first large industrial employer, employing ten men. The building of the Grand Trunk Railway through Brampton in 1853 gave Brampton better access to markets such as Toronto, and insured that Brampton would grow rapidly as an industrial employer.* The Dale Estate Nurseries were founded in Brampton in 1860. Besides making Brampton famous (eventually) as the "Flower Town of Canada", the Dale Nurseries were important to Brampton as they were the area's largest employers for the next eighty years. The establishment of Dale's was followed closely after by the arrival of three shoe factories and a commercial printing shop. Also in existence by this time was a brewery, a steam furniture factory, a mill, a saddlery, and six general stores.¹² In 1877, a five-acre lumber yard was started, which did a booming business. It employed 140 people and had an annual payroll of about sixty dollars, which was quite alot for those days. However, except for Dale's, the

* SEE APPENDIX 10 FOR CORRELATION BETWEEN
RAILWAY AND INDUSTRIAL GROWTH.

largest employing industry was the farm implement business,¹³ which was initiated in Brampton by the Haggert brothers- by 1880, there were several implement plants in Brampton, supplying equipment to farmers all over Peel County. The demand for farm implements was heightened by the shortage of farm labour available. This was due in part from the high wages paid by American and Canadian railway construction companies.^{13A} Labour that otherwise would have been on the farm, was lured away by the attraction of high pay.

In the 1880's, the farmer had to re-direct his enterprise into mixed farming, as the extension of the railway into the Prairies meant that Peel farmers no longer had a wheat-selling monopoly. Many farmers sold pot and pearl oysters in addition to their normal crops. For the Brampton farmer, the boom years of the 1860's and 1870's were over. The depression of the 1880's did not only injure the Brampton farmer. As the farmers were hurt by the inclusion of the Prairies into the international wheat trade, so too were the farm implement makers hurt by it. In 1891, the Haggert brothers went out of business. In the late 1870's, they had employed almost 200 men, and now these workers had to find employment elsewhere.

Between 1880 and 1900, Brampton experienced a period of decline. By 1900, the town had undergone something of a transformation. The sawmills, tanneries, and cabinet-makers had all

disappeared.¹⁴ Operating in Brampton at this time were two shoe factories, an iron foundry, two stationary and gummed paper manufacturers, a jam factory and a knitting mill. Brampton had ceased to be merely a farm-oriented service town, and had become a centre of industrial manufacturing activity. The cheap labour in Brampton was a major reason why firms started to move their plants from Toronto to Brampton.

"Although many of these industries did not require a large percentage of skilled labour, and those skills which were required could be readily taught, the fact that Brampton possessed a sizeable labour pool (200-250) of men accustomed to working with machinery in the Haggert factory, was an added attraction."¹⁵

The population of Brampton had grown by the beginning of the 20th Century, to over 3,000 people. It included a labour force that was willing to do almost anything, for almost any pay. This reputation of Brampton's ^{having} ~~cheap~~ cheap, docile labour force- was to be changed only temporarily with the sudden, isolated outbreak of workers' violence which will be explored in the following chapter.

1901 - 1945

As there was a severe shortage of labour on Brampton farms, the Canadian Government tried to allieviate the situation by sending immigrants to farmers who requested assistance. The following advertisement ran in the Feb. 8, 1907 edition of the Brampton Conservator, and was continued for several months:

"FARM LABORERS AND DOMESTICS

I have been appointed by the Dominion Government to place Immigrants from the United Kingdom in positions as farm labourers or domestic servants in this vicinity. Any persons requiring such help should notify me by letter stating fully the kind of help required, when wanted and wages offered. The numbers arriving may not be sufficient to supply all requests but every effort will be made to provide each applicant with help required. Applications of those desiring same should be sent in as early as possible.

- Neil Smith

Canadian Government Employment
Agent- Brampton P. O."

However poor times were for the Brampton farmers, they still declined to embrace the kind of labour radicalism that was now starting to grow in Toronto and other metropolitan areas. A delegation of Peel farmers had this to say to the Canadian Government in January of 1911:

"We wish as farmers who are proud of our calling to again say that we deprecate the language of agitators who would stir up strife in this new country by setting up one class against another. Being engaged in mixed farming, we also believe in a mixed community in this district, composed of manufacturers, merchants, crafts, and artisans of all kinds, thus building up an ideal State. Our opinion is that the great majority of farmers do not think that the manufacturer's heel is upon their neck, that they are 'ground down by oppression', and are a down trodden class, that everybody's hand is against them, but are well satisfied with their present condition and are against commercial union in any guise whatever."¹⁶

Meanwhile, Brampton continued to grow as a centre for industrial labour. It was becoming less and less the farm-oriented village of the 19th Century. In November 1913, Hewetson Boot and Shoe Company moved into Brampton. It specialized in the manufacture of childrens' boots. By January of 1914, the factory was producing about 240 pairs of shoes per day.¹⁷ It employed a total of 50 people at that time, which made it one of Brampton's largest employers. Many of the

full-time employees of Hewetson's were paid by piece-work, while young boys were hired in the summers for about 15¢ a day.¹⁸ A full-time employee not on piece-work could expect to make about 75¢ for a ten-hour day.^{18A}

Dale Nurseries also prospered in the early years of the 20th Century. In 1905, the Nurseries employed almost 150 men, making it still the largest employer in Brampton.¹⁹

At the end of the First World War, there was a sense of optimism and satisfaction about the condition of the working man in Brampton. At least, that is the impression given by this editorial which appeared in the May 27, 1920, issue of the Brampton Conservator:

"...great opportunities are offered the thrifty wage-earner these days. The man who could save \$5 out of \$20 may now be able to put away \$10 out of \$40, even if his living expenses are 100% higher than formerly. Of course, the \$10 will pay for no more luxuries than would the \$5 of the pre-war period, but the \$10 put out at present rates of interest will earn more than twice as much as the \$5 ever earned. Work and save while working and saving are good, is a motto worthy of adoption."

The Brampton Conservator, however, largely reflected the views of industrial management. The paper's editorial might have been triggered by growing unrest in the town. There was probably at this time, some overtures made by international

unions to get a foothold in Brampton. Also, the Winnipeg General Strike of 1919 had not been over for very long, and likely caused the industrial owners in the town to be wary of labour unrest. The editorial, therefore, was probably a piece of propaganda on industry's part. The fourteen years of pacifistic relations between labour and management which followed the piece, is a testimony to the effectiveness of the campaign to spread conservative ideology among the labour forces. Also, of course, the depression made those workers who had jobs, unwilling to risk their positions fighting management. Still, during the 1920's, there was in Brampton no sign of labour disenchantment. Workers in the town passively accepted their position and were contented in what were relatively prosperous times.

Boys fourteen to sixteen years old were used frequently in the factories as the newspapers of the time carried many advertisements for firms enlisting boys "over fourteen". Once a boy started work for a firm, he was regarded as being the property of the company. Workers had to show "loyalty", and the company did its best to keep track of its employees. This advertisement appeared in the May 27, 1920, issue of the Conservator:

"We will appreciate information as to the whereabouts of Edwin Butler, a boy of sixteen, young-looking for his age, who has left his employers without notification."

Workers had to sign contracts upon being hired, and this employer obviously felt that "young-looking" Edwin Butler (who probably wasn't sixteen) had no legal right to change his employ (or his address), in contravening the terms of the contract.

With the advent of the depression, the situation of the labourer in Brampton changed considerably. Young people left Brampton in hopes of finding employment elsewhere, as the prospects of finding a job in Brampton became rather slim. In the fall of 1930 alone, about 100 people left the town, dropping the population to just slightly over 5,000 people. In March of 1933, a radio concert was conducted from the stage of the Capital Theatre in Brampton.²⁰ It was broadcast over station CFRB of Toronto, and the proceeds from a silver collection that was taken, were given to the Brampton Welfare Society which distributed relief to the poor.

Until 1934, Brampton had a reputation for having a cheap, docile labour force. In that year, however, that reputation was tarnished. On Wednesday, July 4, 1934, at one P.M., over ninety employees of the Williams Shoe Limited factory declined to return to their jobs. Instead, they gathered together on Railroad St., outside the plant.²¹ Later, they moved inside the hall of the Old Countrymen's Club on Queen St. West. The employees had warned H.L. McMurchy, President and Managing Director of the Company, that they were going to strike if their

demands were not met. They asked for a ten per cent increase in wages and other pay revisions. They also demanded that their union, the Shoe and Leather Workers Industrial Union of Canada, be recognized by the firm. These demands were formally presented to McMurchy by Kenneth Scott, organizer of the Union, which, he declared, was affiliated with the Workers Unity League. The WUL was created only four years earlier, in 1930, and was an arm of the Communist Party of Canada. The WUL was militant in character,²² a trait that was to show itself in the Brampton dispute, as well.

McMurchy would not negotiate with Scott, as he did not recognize him as a representative of the strikers. At the time of the strike, the Brampton Police prepared themselves for trouble, but the strikers caused none. They even allowed staff members to return to work with no harassment.²³

On Thursday, July 5, the strikers returned to their posts outside the plant. Executives of the firm had tried to persuade some of the strikers to return to work, but they all stood firm.

That afternoon, the strikers started to picket the factory. The Union men tried to convince other Williams workers not to go back to their jobs. At no time, however, did the strikers use violence to stop the workers from entering the factory. Some young women were afraid they were going to, and stayed away

from work, although they did not participate in the strike.

The strikers claimed that over the last four years, their earnings had dropped in some cases by close to 40%. McMurchy replied that the pay schedule ranged only from 5 to 10% lower than in 1929. He added that for men, the basic rate of pay was not less than 30¢ per hour, except in a few cases.²⁴ Also, according to McMurchy, experienced piece-workers were making from twenty-five to thirty dollars per week. McMurchy told the Conservator that he would talk things over with his own employees, but would have nothing to do with outsiders such as Kenneth Scott. McMurchy released this statement which was circulated in the July 5th issue of the Conservator:

"A Mr. K. Scott, who gave his address as 162 John St., Toronto, called on us this morning and advised that he was the organizer for the Shoe and Leather Workers' Industrial Union of Canada which he stated was affiliated with the Workers' Unity League."

"He further stated he had been authorized by our employees to make certain demands on us which consisted chiefly of a general increase in pay and that the firm sign a union agreement. He had no complaint to make in regard to the present rate of wages we are paying, except that he felt that the employees were entitled to an increase in wages in keeping with the higher cost of living. We pointed out to Mr. Scott that he was not known to us, he did not show us any credentials to indicate that he was authorized to represent our employees and, therefore, we did not

feel disposed to discuss any matters pertaining to the conditions of our factory with him... We were not prepared... to enter into any discussion in regard to (rates of wages and working conditions) with Mr. Scott or the Workers' Unity League."

The strike reached something of a deadlock, as McMurchy refused to meet the employees' representative. Because of this stalemate, the Shoe and Leather Workers' Industrial Union officials and organizers came up from Toronto on July 11th, and held a public rally in Gage Park. The meeting was chaired by Allan Bates, a member of the local workers' committee.²⁵ Bates told the audience that the S.L.W.I.U. organizers from Toronto (including Scott) had gotten involved in the Brampton situation only through the invitation of the Brampton workers themselves. Bates said the workers sought out the Toronto people's "more varied experience"²⁶ to help them in their fight for increased wages. The story until then had been (and ^{it}probably was true) was that the Toronto people had stuck their noses into the Williams strike uninvited. Kenneth Scott spoke to the crowd, defending his own position:

"We do not want to create trouble. We want to protect the workers' interests. I have been called a Red- a Communist. Needless to say, I am not a Red. But if the definition of a Red means one who is willing to work for a better social system and a decent fair wage for the working man, then I do not mind being called a Red."

"This present drive we are making is one in which every worker should should join. There must be a collective effort to right present conditions. We appeal to all workers and citizens of Brampton to help us in our efforts."²⁷

Other speakers at the rally were F. Grosby, of the Kitchen branch of the Shoe and Leather Workers Union of Canada, and J.B. Salzberg, who was an organizer for the Workers' Unity League. Salzberg appealed to tradesmen and businessmen to assist the strikers in any way they could.²⁸ He showed the crowd a 20-year-old worker from Williams, who told the crowd he was making only 11¢ an hour.²⁹ McMurchy had stated before, that there were three people who weren't making as much as 30¢ an hour, but he neglected to mention that anyone in his factory made as little as 11¢ an hour. An article in a Toronto newspaper quoted these wages paid by the Company: \$7.88 for 52½ hours (15¢ an hour); \$5.18 for 51 ¾ hours (10¢ an hour); \$4.88 for 48 ¾ hours (10¢ an hour); and \$5.00 for 50 hours (10¢ an hour). These figures, which McMurchy did not deny, refuted his claim as to the average wage of an employee in his factory. McMurchy then used what seemed to be his private public relations organ, the Conservator, to issue another statement this time excusing himself for paying those wages. He said that the employees making those wages were only young boys and newly-hired, although one had been working for about

a year.

"In operating a factory in a community the size of Brampton," the statement read, "a manufacturer is confronted with the alternative of either bringing in skilled help or training in local help. It is our policy to take in young boys as apprentices and teach them a trade, thereby making them useful citizens, and at the same time giving employment to local people."³⁰

McMurchy also printed his explanation of the full-time adult employee making 11¢ an hour, who was paraded in front of the crowd at Gage Park.

"Vernal Morris first started in our employ Feb. 10, 1931, left our employ in Feb., 1934, at which time he was working on piece-work. Average earning for the year 1933 figured out at the rate of 15.78¢ per hour. On May 14th, he applied to be taken back on. The only position we had open was a boy's position in another department which he took at the prevailing rate."³¹

The remainder of McMurchy's statement was a quote from a pamphlet that was published by the Hon. H.L. Price, while he was Attorney General for Ontario. The quote concerned the Workers' Unity League, accusing it of trying to foment discord in Canadian society. Of course, it referred in some detail to its link with the Communist Party, and how inherently evil that organization was. The purpose of this portion of McMurchy's statement was to draw attention away from the issues involved

in the strike, and bring public disapproval of it by linking it to the Communist Party of Canada, as well as the Communist International. As organizers of the Workers Unity League, Salzberg and Scott probably were in fact Communists, although the majority of the membership of the W.U.L. were not members of the hated Party.³²

The strikers received no pay while they were on strike, so a Tag Day was organized. Tags were sold on Saturday, August 18, and the proceeds went to help the strikers families. Town council had to approve the Tag Day, which was requested by a committee of strikers- Percy Henshaw, H.T. Bates, and Jack Arnold. Even though the council approved the request, the mayor of Brampton, J.S. Beck, expressed reservations about the council getting "involved" in an industrial dispute:

"This is a new experience, we usually have granted permission for tag days only to service clubs... I'm not objecting to it, but it's a new experience to us. We may be setting a precedent."³³

The Brampton workers also received aid from the shoe workers of Toronto, who, at a meeting that was attended by 850 workers, voted to levy a three per cent tax on all members of the Shoe and Leather Workers Industrial Union. The Sons of England also made a contribution to the workers' relief fund.³⁴

On Saturday, August 11, a committee of workers approached McMurchy and presented their proposals. They were as follows:

- 1) A minimum wage of 20¢ per hour for all girls who previously received less;
- 2) A minimum wage of 20¢ per hour for all boys who previously received less;
- 3) A minimum wage of 30¢ per hour for all men who previously received less;
- 4) An increase of ten per cent for all piece workers and time workers who are not covered by the above three clauses;
- 5) The employees are entitled to elect their shop and department committees at regularly called meetings where every employee of the firm shall have the right to vote. All grievances and adjustments arising will be dealt with through mutual negotiations between the representatives of the employees;
- 6) The employees have the right to belong to the union of their choice;
- 7) All employees of the firm, employed prior to the strike, shall be reinstated on his or her former job. No worker shall be discriminated against by the firm, for his or her activity during the strike.³⁵

McMurchy informed the workers' committee that many of their jobs had been filled, and if any of the strikers wanted employment, they would have to fill out an application like anyone else.³⁶ He told the union leaders that he was ^{not} going to

have any further dealings "collectively speaking"³⁷ with his former employees.

On the following Monday, the strikers tried to talk with officials of the Company, without success. They were under orders from McMurchy not to talk to the striking employees. The strikers asked Brampton Councillor W.J. Abell to talk to McMurchy on their behalf, but nothing materialized from their discussion.³⁸

The strikers soon discovered that McMurchy had indeed imported strike-breakers to work in the plant. Brampton police anticipated there would be trouble on the first work day, Monday, and they were right. Chief Herkes of Brampton Police, Constable E. Armstrong, and six special officers from Guelph waited at the factory for the strike-breakers' arrival from Tillsonburg, scheduled for one o'clock by chartered bus. The bus arrived on time, and drove to the rear of the plant, enabling the workers to enter the factory through the back door. As the bus passed through the gates at the side of the factory, a stone was thrown through the windshield, and another cracked a window on the side of the bus. After the bus left, the crowd hurled stones through the windows of the factory. Three men were arrested and charged with causing damage to company property- Lorne Coates, Alexander Lynn, and Harold Caldwell.³⁹

When the fifteen workers completed their first half-day

at six o'clock, they attempted to leave the plant. As soon as they did, they and their police protection were pelted with stones, apples, ripe tomatoes and old eggs.

"Striking employees of the plant joined by more than a thousand persons, young and old, followed the little group of workmen as they were jostled along Mill Street, down Nelson Street and along Main Street to the Victoria Hotel. (The police) were hopelessly unable to withstand the attacks of the rapidly growing crowd. The outburst, quickly rising beyond police control, rapidly assumed proportions of a riot, and scenes were enacted never before known in Brampton."⁴⁰

Both Brampton officers were injured during the rioting. Chief Herkes was bruised from rocks hitting him on the head, and Constable Armstrong suffered a deep gash over his left ear.

Even after the workers reached the hotel, the rioters were not content to go home.

"After the strike-breakers had sought refuge within the Victoria Hotel, it seemed as though the crowd was going to push into the building and drag them into the street."⁴¹

Some of the angry mob went looking for Mayor Beck, in order to throw vegetables at him, too. Others, perhaps more appropriately, went looking for H.L. McMurchy.

At about ten o'clock, members of the Strike Committee attempted to get the fifteen strike-breakers out of the hotel

safely. They brought them through a rear door of the hotel and into a truck which was waiting for them, only a block away on George Street. As they made for the truck, the mob saw them and started in pursuit, armed now with broken bricks. The workers made it into the truck just in time, however, and sped away in safety.

The fact that the riot had gotten out of hand, was not because trouble had not been anticipated. Mayor Beck was aware that McMurchy was going to bring in strike-breakers. He thought that provincial police would be required to quell any disturbance and accordingly asked for help. The Attorney-General, A.W. Roebuck, declined the Mayor's request because "he didn't want to invite trouble."⁴² Beck then asked Roebuck, over the phone, what he should do if things got out of hand. The Attorney-General told him to "use the telephone."⁴³

Besides the police officers, two persons were hurt seriously in the rioting. John Cooper, of Brampton, suffered a broken arm, while one of the strike-breakers had his nose broken by a rock.⁴⁴

The strike dragged on for ten weeks until there was finally an agreement reached on September 8. The proposals that the strikers accepted were the same as those made by management on August 3.⁴⁵ The settlement was a result of the mediation of the mayor, and H.L. Lawrence, a lawyer acting in defence of

the strike committee in court actions resulting from the August 13 melee.

The strikers voted on Friday, September 7, by a large margin, to accept the offer submitted by the company. The following is the company offer which was rejected by the strikers on August 3, and accepted by them on September 7:⁴⁶

1. We will continue to comply with the requirements of the minimum wage board and agree that in respect to girls and boys between the ages of 16 and 21 thereafter will receive a minimum rate of 20¢ per hour. This clause applies to time workers only. It is understood that any boys whose work and efficiency does not warrant this rate of wage will be laid off.
2. We will pay all men the minimum wage of 30¢ per hour, and it is understood that those whose work and efficiency does not warrant this rate of wage will be laid off. This clause applies to time workers only.
3. While we cannot agree to a general increase of 10 per cent in wages, we are prepared to undertake that if it can be shown that the rates and wages of any individual in our plant are lower than the general prevailing rates and wages paid by responsible competitive shoe manufacturers who have been making the same grades and kinds of shoes that we manufacture under the same conditions for a period of five years or more

in either the province of Ontario or the province of Quebec, we will adjust our rates and wages accordingly but will require equal efficiency in work.

4. We will not recognize the Union and will continue to run an open shop. Employees are free to organize or belong to any union if they so desire, provided no union activities are conducted on the premises. No employee is to be coerced into joining such union. Non-union employees at all times are to have the same privileges and opportunities as union employees.

The company is prepared to meet committees representative of all employees from each department appointed by the workers in such department to discuss and adjust any complaints any individual worker may have.

No discrimination is to be made against any employee for the part they have taken in the strike, and the employees in turn undertake that a spirit of harmony and loyalty will be maintained.⁴⁷

Also, management reduced hours from 54 per week to 50.⁴⁸ Still, the strikers did not gain recognition for their union. And more importantly, women workers (there were many at the Williams plant) did not gain any increase in pay whatever. If the settlement was not very beneficial for the men, it was a total disaster for the women.

In 1934, the average boot and shoe worker in Canada made \$1,629.⁴⁹ Workers in Brampton must have made far less than that. If, in the settlement, McHurchy agreed to pay time-workers at least 30¢ per hour, one must assume that before the strike there were workers who didn't make that much, and the wages published by a Toronto newspaper, which have been previously cited, supports this conclusion. If we assume, however, that at the time of the strike, the average worker at Williams's made 30¢ an hour, his income for 1934 would have been just over \$826, based on a 54-hour week, and 51 work-weeks for the year. This wage also compared unfavourably with the average per capita income in Ontario, which was \$2,468 in 1933.⁵⁰ Probably, most time-workers at Williams made between \$800 and \$900 per year. This was only about $\frac{1}{2}$ of what the average boot and shoe worker in Canada made. And, as one can see from APPENDIX # 9, boot and shoe workers in Canada made less than the average wage for industrial workers as a whole. This may have been due in part to the large number of female workers involved in the industry. Still, as one can see from the figures, the average time-worker's salary at Williams compared extremely unfavourably with the national boot and shoe average. Piece-workers probably didn't make a great deal more- Vernal Morris made just under 16¢ per hour average, on piece-work for 1933, as McHurchy himself said. If this was such a poor wage for the factory, he would not have advertised

it in the newspaper. McMurphy also said that experienced piece-workers made between \$25 and \$30 per week. This works out to about \$1300 per year- still well below the national average for shoe workers.

It should come as no surprise that the workers would affiliate themselves with the Shoe and Leather Workers Industrial Union. This union was Toronto-based and in 1933 had 3 branches and 600 members.⁵¹ In 1934, it had just less than 900 members. It was small, though, compared to the international union of the trade- the Boot and Shoe Workers Union, which, in 1934, had 6 branches in Canada with a total membership of 1,425 workers.⁵² Despite the larger size of the Boot and Shoe Workers' Union, the Brampton workers chose to join the S.L.W.I.U. instead. It could have been because it was a Canadian union, whereas the B.S.W.U. was American-controlled, but it was more likely that they were attracted to the S.L.W.I.U. because it was a more radical union. It was, as has been mentioned, affiliated with the Workers' Unity League. In 1935, the Communist-controlled W.U.L. boasted a membership of about 21,500.⁵³ The Brampton workers were ready to be organized, and the W.U.L., through the S.L.W.I.U. served this purpose well. The W.U.L.'s activities in Brampton were typical of its tactics in the early 1930's.

"It organized difficult groups, fought many strikes and did get wage advances. Some of the strikes were local and spectacular, and while inconclusive sometimes

of results, were calculated to draw public attention through the numbers of women participating, the use of aldermen in different cities, and unusual methods employed." ⁵⁴

One can certainly see how the Brampton strike fitted into this pattern. The organizer of the Brampton strike was Kenneth Scott, who was the W.U.L.'s shoe factory specialist. ^{54A} He organized shoe workers across Ontario and also organized a shoe strike in London. Joseph Salzberg, who spoke at the Gage Park rally and also helped to co-ordinate the strike, was the organizing director of the Workers' Unity League. ^{54B} With his presence in Brampton, as well as Scott's, the William's strike was basically out of local hands and was fully in the control of the Workers' Unity League. The fact that the settlement was so poor for the workers in this strike, as indeed they were for most W.U.L.-organized strikes, leads one to believe that once the strike had been soaked for publicity, the W.U.L. organizers did not care much about its outcome. Whether this is true or not is difficult to say, but there seemed to be a consistency in the W.U.L. pattern, as evidenced by the preceeding quote from Trade Unions in Canada. The Williams Shoe Company strike was a typical one for the W.U.L. and unfortunately for the workers, it ended unsatisfactorily for them, as did many that were associated with that Union. The W.U.L. operated during the depression, and this too was a factor in their failure to resolve strikes satisfactorily, including the one in

Brampton. In 1932, more than one-third of the labour force was unemployed.⁵⁵ If your wage was poor, you still couldn't leave your job, because there probably wasn't another one available. The fact that it was an employer's market- there was a large labour force willing to work for little- was probably the main reason for the capitulation of the Brampton workers on September 7, 1934.

Throughout the first half of the 20th Century, Brampton experienced what has been called a "relaxed growth".⁵⁶ Although it's population did not grow at a very fast rate, the percentage of workers employed in manufacturing did increase. By 1941, fully 32% of employed people in Brampton were engaged in the manufacturing field.⁵⁷ As one can see from the following table, while the number of manufacturing establishments in Brampton remained fairly static, the number of employees steadily increased.

<u>YEAR</u>	<u># OF ESTAB.</u>	<u># OF EMPLOYEES</u>
1921	14	540
1924	21	897
1925	22	756
1933	22	792
1937	22	875
1941	20	911
1945	22	942

58

By 1939, Brampton's most thriving industry was still probably Dale Nurseries. At this time, the nurseries cut about 10,000,000

flowers per year. Many of the workers at Dale were low-paid immigrants. As expected in an operation of Dale's size, there were attempts to organize the workers. However, the Order-in-Council P.C. 1003 of 1944 did not guarantee agricultural workers' collective bargaining rights. Flower-growers were classified as being agricultural workers, and so the Dale management successfully put down attempts to organize. Information as to how this was done, and exactly when, is not now known. It is hoped that in the future, someone will research this question fully.

The Second World War not only boosted industry in Brampton, but also put a premium on agricultural output. There were Farm Service Camps in the Brampton area, to which were sent "Farmettes" and "Farm Cadets".⁵⁹ These were teenage students who elected to spend their summer vacation working on a farm. They were encouraged to join these Service Camps by advertisements placed in newspapers (including the Conservator) by the Federal Government. There were also three women's farm service *campes* located in Peel County.

Farm "commandos" (adult men) would report for farm labour at the agricultural office in Toronto.⁶⁰ The program was started in the summer of 1944.

"The men arrive every morning from Toronto in trucks loaned and operated by large commercial firms in Toronto. They stand by until farmers report at the agricultural office and are conveyed to their positions.

They are enthusiastic and work willingly."⁶¹

The workers were paid between \$2.50 and \$4.00 per day.

They were hired on a day-to-day basis. The first group of men were placed on farms in July. There were 62 men in the group.

These programs illustrate the scarcity of labour in the rural districts of Ontario, including Brampton.

In 1945, there was a reversal in the employment situation in Brampton. During the summer, employers went looking for prospective employees, both male and female. But when fall came, there were more unemployed applicants at the Employment Office than there were vacancies. On October 25, 1945, the office reported 52 vacancies for women, and 59 applicants for the jobs. There were 165 jobs available for men, and 174 applications. Most of these jobs were in the labouring class.⁶²

During the late 1940's, industrial managements banded together to form their own organization, the Brampton Industrial Committee. Members included: the Dale Estate; Copeland-Chatteson; Canadian Tampax; Bell; Stacey-Wag Leather; Gummed Paper; W.E. Calvert; Hewetson Shoes; and Williams Shoe Limited.

These industries joined together, as they felt there would be an advantage in having a united front against the increasing number of labour disputes they saw occurring around them. They were frightened into this move by the possibility that they might spread to Brampton. The year 1943 was perhaps the worst year ever

for strikes.

"Militance and violence increased. Strikes were occurring in every industry. Coal miners, steel workers, aircraft workers and munition plant employees all walked out, despite the strategic importance of their jobs. Indeed, in 1943 there were more strikes than in any other year in Canadian history to that time... In almost all these strikes the issue was the same- union recognition."⁶⁴

Most of the employers in Brampton must have held the same opinion as Williams Shoe Limited- unions were for employers, not employees.

If there had been more unions in Brampton, employers would not have been allowed practices such as heavy fining of employees. The February 8, 1945, issue of the Conservator reported the case of a man who was fined \$50 "plus costs" for quitting without sufficient notice.

The years between 1901 and 1945 marked a turning point for the town of Brampton. It moved from being a farm-oriented manufacturing centre to being a highly-industrialized town with a diversification of industrial activities. The labour movement in Brampton experienced its finest hour in 1934, but it ended in failure. After the strike, union militancy was not to be demonstrated again, during this period. Labour leaders were unable to convince the Methodist stock of Brampton, that their salvation lay in union organization. Workers in Brampton, through their

upbringing, had a disinclination to organize against their industrial overseers. This aversion to "radicalism" was the main cause for labours' devotion to the status quo in the first half of the 20th Century.

1946 - 1953

The post-war period in Brampton was one of rapid industrial growth. Accompanying this, was a rapid growth in population. Brampton was quickly becoming a home for industrial workers. Between 1949 and 1959, Brampton's population grew from about 6,000 to about 14,500 people, which was an increase of 124.2 %.⁶⁵

Many workers who lived in Brampton commuted to Malton, Oakville, and Toronto to work in the aircraft industries.⁶⁶ They were drawn away from Brampton because of the higher wages offered in those centres. This labour drain illustrated the fact that wages in Brampton were relatively low.

"(The labour drain) was directly responsible for a movement to increase wages in Brampton. The town had always been known for its low wage rates. For a short period, the Brampton Industrial (Committee) representing the vested industrial interests, opposed the demands, but their failure to negate them entirely was symptomatic of a trend which gradually enmeshed the town in the metropolitan sphere."⁶⁷

As Brampton continued its post-war policy of rapid industrialization, it became less and less the isolated farming community. Most of the new industries that entered Brampton were American branch plants which were attracted to Brampton because of its cheap industrial land, not just because of its cheap work force. As has been said, many of the younger Brampton workers left the town, in search of higher wages. This created a problem for the industrial employer in Brampton.

"Most older industries still have a core of long service employees... but their most difficult problem is to recruit younger workers necessary for the rejuvenation of their labour force."⁶⁹

Still, employers continued to enter the town, which also provided employment for construction workers in the area. The following table illustrates the increasing industrial orientation of the town.

ANNUAL VALUE OF INDUSTRIAL BUILDING ⁶⁹

1940-	\$10,600	1950-	\$163,835
1941-	\$39,105	1951-	\$450,105
1942-	\$3,350	1952-	\$150,600
1943-	\$1,925	1953-	\$110,000
1944-	\$81,850	1954-	\$133,360
1945-	\$31,105	1955-	\$381,100
1946-	\$51,900	1956-	\$677,300
1947-	\$115,600	1957-	\$564,800
1948-	\$375,245	1958-	\$1,564,800
1949-	\$124,125		

By 1950, all of the old industries that depended on the environment had vanished.⁷⁰ These included the mills, the sawmills, gristmills, and the tanneries.

"Old industries remained in token proportions only by the year 1950; modern manufacturing had established itself."⁷¹

However, the percentage of workers involved in manufacturing decreased from 32% in 1941 to 28% in 1951. The percentage then rose steadily forward until it was between 35 and 40% in 1960.⁷²

Between 1946 and 1958, the number of industrial establishments and number of industrial employees in Brampton, increased dramatically.

<u>YEAR</u>	<u># OF ESTAB.</u>	<u># OF EMP.</u>
1946	24	940
1947	26	936
1948	29	959
1949	31	1036
1950	30	1030
1951	31	1114
1953	34	1295
1954	37	1262
1955	35	1337
1956	39	1558

See Exhibit (7.3)

The end of the 1950's was the time when industrial employment in Brampton increased the most. Between 1300 and 1350 residents of Brampton, though, commuted to Malton, Oakville, and Toronto,

to work at Avro, before it ceased operations.^{73A} When Avro shut down, most workers who commuted from Brampton, sought employment in the many new factories that began in the town.^{74B}

The following table shows how industrial workers in Brampton were classified according to their occupations in 1957.⁷⁴

PRINTING -	230 WORKERS
SHOES -	215 WORKERS
PAPER AND ALLIED -	205 WORKERS
PLASTICS -	170 WORKERS
FLORISTS -	440 WORKERS (600-700 AT PEAK PERIODS)
OTHERS -	390 WORKERS

In the retail trade, between 1941 and 1951, the number of employees involved decreased from 292 to 242. This represents a drop in the percentage of employees engaged in the retail trade in Brampton from 15% in 1941 to 6.4% in 1951.¹⁵ This was undoubtedly due to the shift in emphasis to the industrialization of Brampton.

As much as Brampton's industry had grown between 1900 and 1945, that growth was dwarfed by the industrialization of Brampton in the late 1950's. With the exception of Oakville, no other surrounding community grew as fast, or offered as many employment opportunities as did Brampton.

1959 - 1978

In 1959, unions in Brampton were poorly organized, and did not represent many of the workers in the town. Fully 95% of the Brampton work force were not members of any union. Those unions that did exist, did not communicate much amongst themselves, and the result was that labourers in Brampton had no unified or collective voice. Some of these unions were affiliated with the Toronto and District Labour Council, but that group naturally concerned itself with the problems of labourers in Toronto, not Brampton.

A large step was taken to alleviate this situation, in 1960. The labour leaders who attended the Toronto meetings felt that a new labour council should be situated in Brampton. This would not only benefit workers in Brampton, but in Peel County in general. Brampton was at the centre of Peel County too, and so was a natural selection for the

site of the new council.

Six of the largest unions in the area organized themselves that same year, to form the Brampton and District Labour Council. The first members were: the United Auto Workers; the International Typographers' Union; the Brampton firefighters local; Sheet Metal Workers; International Tobacco Workers; and the United Glass and Ceramic Workers.⁷⁶

The Brampton and District Labour Council's first president was Peter Mc Coombe, who was also the union steward for the International Typographers' Union and foreman at the Brampton Times and Conservator. Harold Erstad was the Council's first recording secretary. By 1966, 35 local unions had joined the Council. These included: the United Electrical Workers; the International Chemical Workers; the Oil, Chemical, and Atomic Workers; the Building Service Employees; the Postal Workers; the Boot and Shoe Workers; the Brampton Printing Pressmen; the United Steel Workers; and the Hydro workers of C.U.P.E.⁷⁷

Probably the most significant event that led to the formation of the Labour Council was the arrival in Brampton of American Motors. The company moved its plant to Brampton from its previous location on Danforth Avenue in Toronto. At that time, assemblers earned only \$1.87 an hour with

no cost of living allowance, and practically no benefits. 78

The several hundred auto workers in Brampton organized themselves in Local 1235 of the United Auto Workers. Terry Gorman, who is the current (1978) president of both Local 1235 and the Labour Council, said that Brampton was not a town that took very easily to the idea of unions:

In those days the union was looked on as suspect. This was more of a farming community then and people were conservative. ...you could ask the boss for a holiday and he'd say there are many to replace you. 79

In 1961, Northern Electric established two pilot plants in Brampton to manufacture telephone switching equipment. Five hundred employees were hired to start work at the two factories. In Montreal, Northern Electric had gained a reputation as being a company that dealt harshly with attempted union activity. Officials of the company felt that there would be no union trouble in Brampton, especially when one considered that most of those 500 employees were female. The Steelworkers had spent a good deal of money in an unsuccessful attempt to organize workers at the Northern Electric plant in Montreal, and the company figured to repeat its success against

unionism in Brampton.

Early in 1961, however, several female workers approached United Electrical Workers' officials, and complained that there was favouritism at the plant. They told the officials that there was discrimination in job assignments and in the method of promotion. The U.E.W. thought that it had to attempt to help the workers of Northern Electric by at least giving them the opportunity to join a large union.

" U.E.W. members from Westinghouse and General Electric began pouring into Brampton every evening, travelling in carloads to neighbouring areas like Caledon and Mississauga.

" Every worker at the company was quietly approached at home and explained the benefits of a union. Then, in late 1962, the U.E.W. applied for certification to the Ontario Labour Relations Board." 80

Of course, Northern Electric opposed the certification, as did the Northern Electric Employees Association. The N.E.E.A. was a group of employees who acted more in the interests of management than the workers they were supposed to represent.

There was a legal question as to who had the authority

to certify the union, and it was six months after a vote was taken, before the results were known. The union people were victorious and Local 531 of the United Electrical Workers was established.

The first president of Local 531 was Pearl Hamilton. The union signed its first contract with the company in 1963, but it accomplished very little for the workers. The union fared better in 1965, when it acquired wage increases, the system of promotion was re-vamped and favouritism was eliminated, at least, as much as possible. Under this agreement, any employee could bid for any job in the plant and have a chance to get it- quite a departure from conditions before the organization of Local 531.

With the consolidation of the Brampton and District Labour Council, the worker in Brampton had a body to which he could turn for support. The Brampton and District Labour Council in its early years, concerned itself only with the problem of the worker in the Brampton area. Its interests soon grew, until it is now actively involved in politics. It took a leading role in the October 14, 1976 "Day of Protest" in Brampton. It has also involved itself in party politics. Terry Gorman outlines the Council's policy:

" We (the Council) realize we have to
support a party that will be closer

"to labour. We also sent representatives to provincial and federal government boards through the Ontario Federation of Labour. "

81

This occupation with politics did not mean that the Labour Council neglected its role as a workers' committee. On June 6, 1977, the Council sponsored the Brampton Full Employment Committee with the help of a \$2,000.00 grant from the United Way of Peel Region. The purpose of the Full Employment Committee was " to assist people in the communities of Brampton, Bramalea, Mississauga and Georgetown who have problems with the Unemployment Insurance Commission, Workmen's Compensation Board, Welfare and Canada Manpower or any other problem... a citizen may need help with." ⁸² Since its inception it has helped over 4,000 people. Officers of the Committee were: Buzz Hargroves (Chairman); Gary Lucas (U.E.W. Local 531); Terry Gorman (U.A.W. Local 1285); Holland Marshall (U.A.W. Local 1535); Bob Nichols (I.A.M. Local 717) and two unemployed men, Bill Cumpstey and John MacLennan.

The Full Employment Committee proved to be a great success. It was the first committee of its kind in Ontario, and many more similar projects were started in

centres across the province. There are now similar committees in Brantford, Kitchener, Oshawa, London, Toronto, Windsor, Kingston and Ottawa.

On August 2, 1977 the Labour Council held a public meeting of unemployed workers in Brampton. Seventy-five people showed up, which was quite a few for a meeting of that nature. The success of this meeting was followed up by another meeting which was called for October 5th. The meeting was attended by Mississauga Member of Parliament Terry Jones, and the President of the Ontario Federation of Labour, Cliff Pilkey.

The 1970's was a decade that produced many industrial disputes in Brampton. In 1970, the Northern Electric workers struck and stayed off the job for five weeks. They followed this strike with another, this one lasting seven weeks, during the summer of 1973. During the strike, some workers toiled at extra jobs, while some secured loans from the credit union. 83

When the strike was settled, the lowest-paid workers obtained a three-year pay increase to \$4.06 per hour, from \$2.93. Including strike pay and retroactive pay, the lay-off cost these workers \$643.00. The highest-paid workers got an increase in salary from \$4.71 per hour to \$6.20 over

the three years. These workers lost a total \$1,047.00 per man during the strike. ⁸⁴

In 1971, there occurred the most violent strike since the Williams Shoe strike of 1934. On June 18, four hundred and ninety-seven workers from the afternoon shift ^{of DOMINION GLASS} wildcatted. According to reports, the picket lines were rowdy from the very start of the strike. There was a good deal of animosity between the strikers and the management, especially when the management openly displayed its arrogance towards the striking workers. One executive "flashed a large roll of money at the salary-less picketers." ⁸⁵

Only five days after the strike started it erupted into violence for more than two hours. A boxcar loaded with bottles was set ablaze on Dominion Glass property. A truck that attempted to haul glass away from the plant had its windshield shattered by a rock. There were windows broken, a sign destroyed, and trucks damaged. ⁸⁶ The police got involved in the strike and were seen by the strikers as being supportive of the management. ⁸⁷ According to the strikers, the police provided an escort for "scab" truck drivers. The strike started because the workers declined to sign their unionized contract with the company. The strike ended in a compromise.

In 1974, Brampton suffered from a shortage of

manpower:

"One business claims that other employers are resorting to 'cutthroat tactics' offering workers more cash to steal vital staff." 88

An example of this was Arthes Business Forms, which offered a "reward" of \$25.00 to anyone within the company who introduced a new worker-which included both unskilled workers and technical staff, as well. A.M.S.C.O. went to England to recruit workers, and V.P. Manufacturing described their plight as "a hopeless situation". 89

American Motors (U.A.W. Local 1285) experienced its worst strike starting September 16, 1974. One thousand, three hundred and sixty-five workers were involved in a dispute over wages and compulsory overtime. It was finally settled on November 4th, by mutual agreement, but not until over 46,420 man-days were lost. 90

Brampton labour's Day of Protest on October 14, 1976 was organized by the Brampton and District Labour Council. It was something less than a huge success. Northern Telecom remained 60-80% operational and a mass rally planned by organizers fizzleled out in the rain. Although union leaders admitted it was a flop, the Protest Day saw more than 100 pickets at Dominion Glass, and more than 11,000 people stay off work in the Brampton-Georgetown-Mississauga

area which is the jurisdiction of the 20,000-member Brampton Labour Council.

The most recent important development in Brampton labour history was the decision by American Motors to switch its Brampton plant's production from cars to Jeep assembly in June of 1978. This will result in 1,350 workers being laid off on June 5th for three months while the plant retools. Even after the plant is ready, only 1,000 of the workers will be rehired.

Terry Gorman, President of U.A.W. Local 1285 had this to say:

" We are talking about 350 people whose jobs are going to the States. Believe me, we're not very well pleased with that."

CONCLUSION

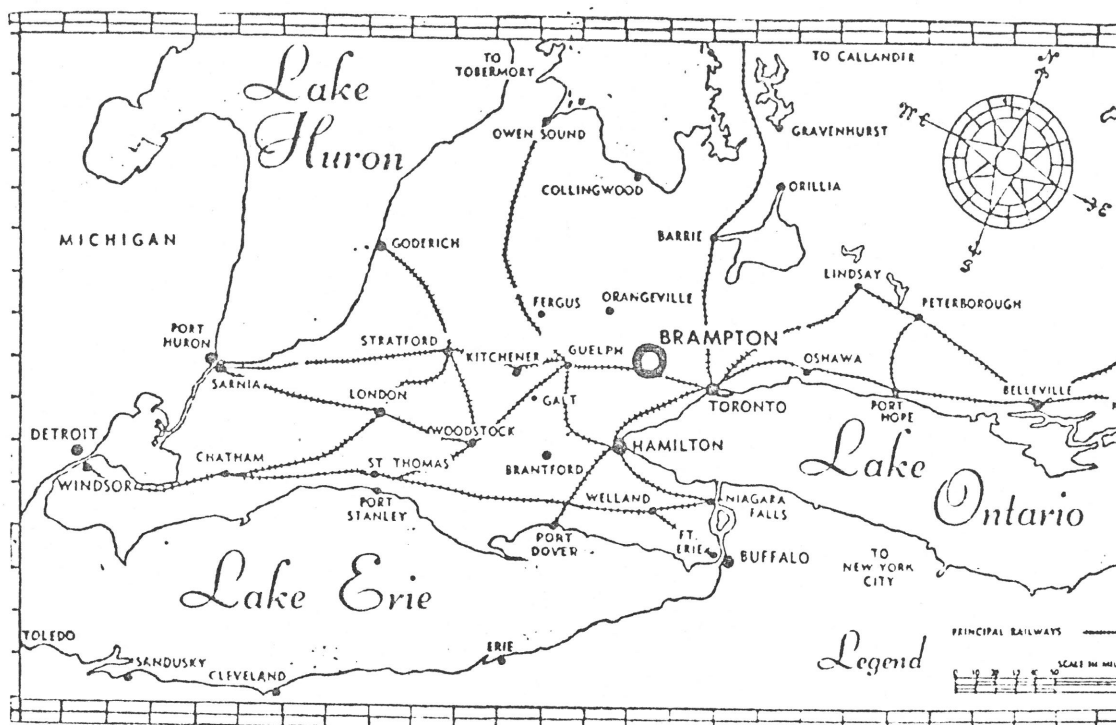
The loss of jobs to the United States, was necessarily the outcome of the decision by American Motors to switch its Brampton plant production. This is the price Canadian workers have to pay in today's branch plant economy. Unfortunately for Brampton, as is true with most Canadian centres, it experienced only a transplanted unionism. Indigenous unions tried to survive in Brampton but could not. The only successful unions have been those which have been imported.

The results of this importation can be seen in the American Motors decision. With the importation of American unions, there is the importation of American control. Canadians, in Brampton and elsewhere, will always come up second best when decisions are made regarding the future of our two work forces.

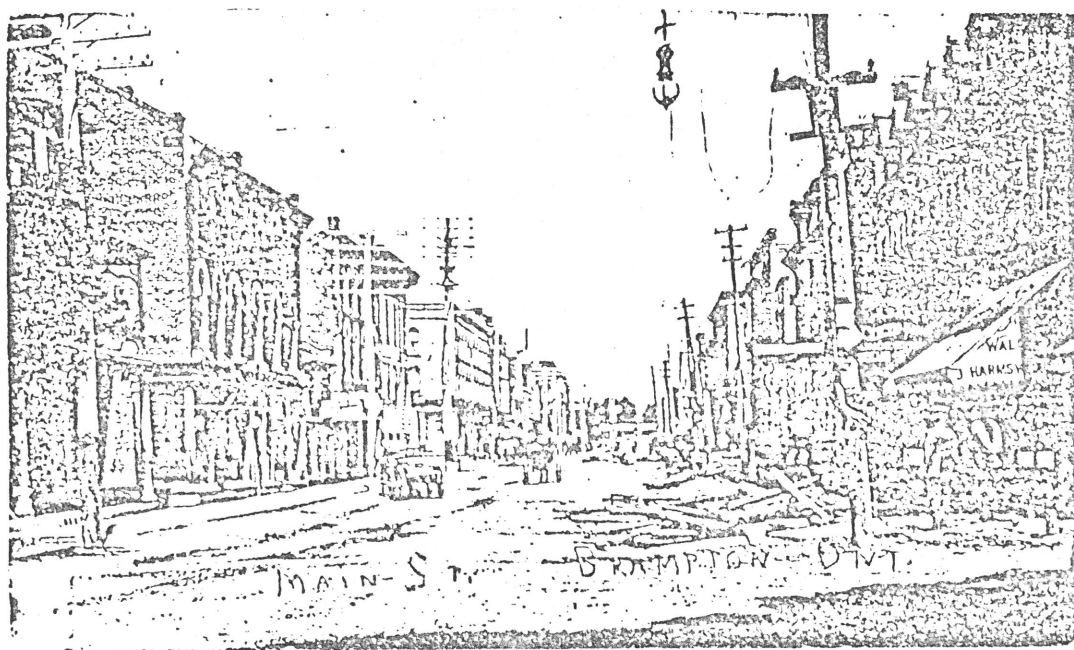
Brampton's labour development was a slow one. Its

peculiar nature as a farming town with a Methodist population, precluded the successful organization of unions in the town. Brampton is conservative. It only tolerated unions when they were American-based, and when the population had changed sufficiently through migration to allow them. The violent strike of 1934 was a single aberrant thrust of dissatisfaction of workers who, until the 1970's, were probably the most pacifistic in the province.

APPENDIX I



LOCATION OF BRAMPTON- FROM "BRAMPTON'S 100th ANNIV."



MAIN ST., 1908, LOOKING NORTH-

FROM "BRAMPTON, ONTARIO- AN URBAN STUDY"
between pgs. 45 and 46.

Ideal Working Conditions

mean a great deal, especially to women and girls during the summer months.

At Our Factory

There's light on all four sides, the building is large and airy, and being newly built, has an atmosphere clean and cool, which means greater comfort at your work.

WILL YOU TAKE ADVANTAGE of our offer, which is a good one, and join our staff of satisfied employees. We still need a few more operators. Apply at once.

G. F. REID & CO.

QUEEN STREET EAST

BRAMPTON

from BRAMPTON CONSERVATOR, 1919.

Employment Wanted

Work of any kind for a longer or shorter period for

RETURNED SOLDIERS

at present out of work.

The Local Branch of the Canadian Legion will appreciate your turning of odd jobs over to these men.

Apply to

J. G. WATERFIELD,

Phone 151W.,

Brampton.

0-7-tf

-from BRAMPTON CONSERVATOR, JAN. 16, 1930.

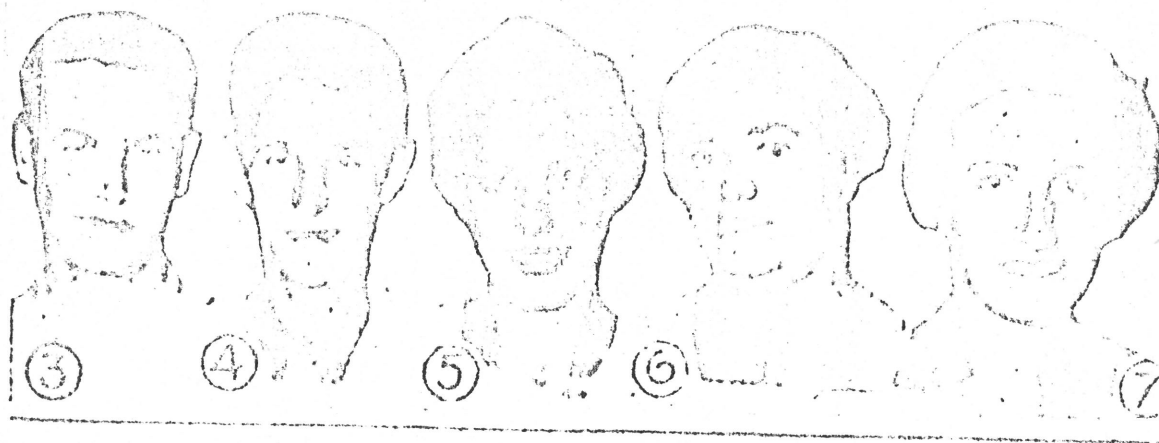
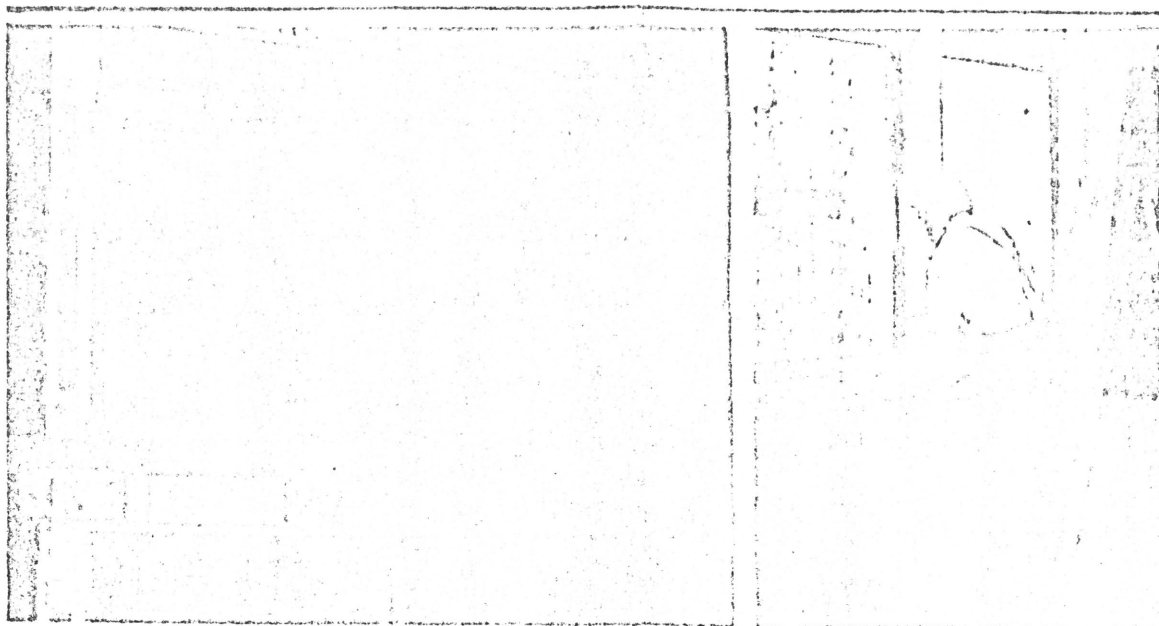
Wanted

GIRLS TO LEARN SHOE
FITTING. BEST OF WORK-
ING CONDITIONS. GOOD
WAGES AND RAPID AD-
VANCEMENT. APPLY TO

Williams Shoe
Limited

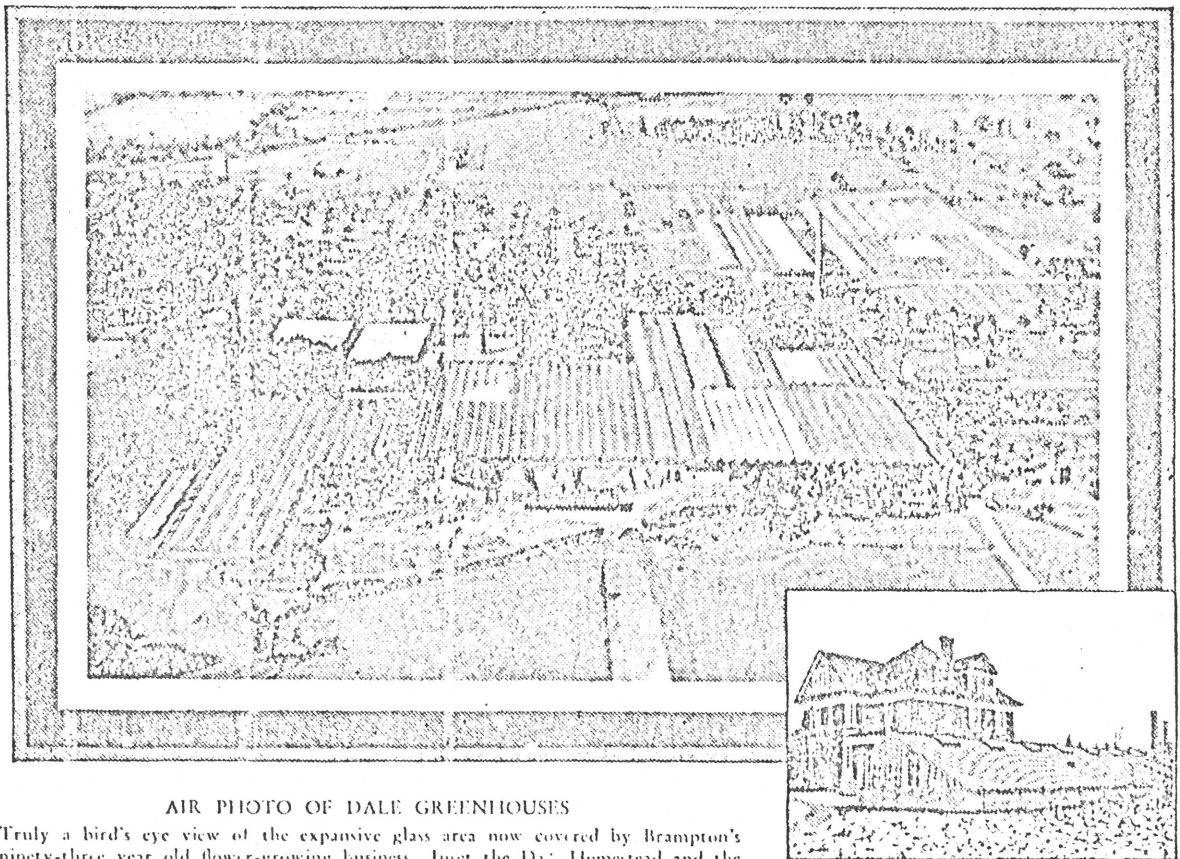
- from BRAMPTON
CONSERVATOR, MAY, 1919.

Williams' Shoe Ltd. Strikers Launch Protest



"Striking employees of the Williams Shoe Limited plant pelted fifteen strike breakers with sticks, stones, and tomatoes, as they emerged from the factory on Monday evening. In (1) is seen the 45-year-old glass window, bearing the name of the original "Revere" House in what is now known as the Victoria Hotel. In (2) a hotel employee is wiping tomato stains off the front window. Kenneth Scott, organizer for the Shoe Leather Workers' Industrial Union of the W. U. L., is seen in (3), while in (4) is another member of the strike committee, Bill Page. Margaret Marsden (5), M. Smith (6) and Mary Bailey (7) are members of the women's strike committee."

- FROM BRAMPTON CONSERVATOR: AUGUST 16, 1934.

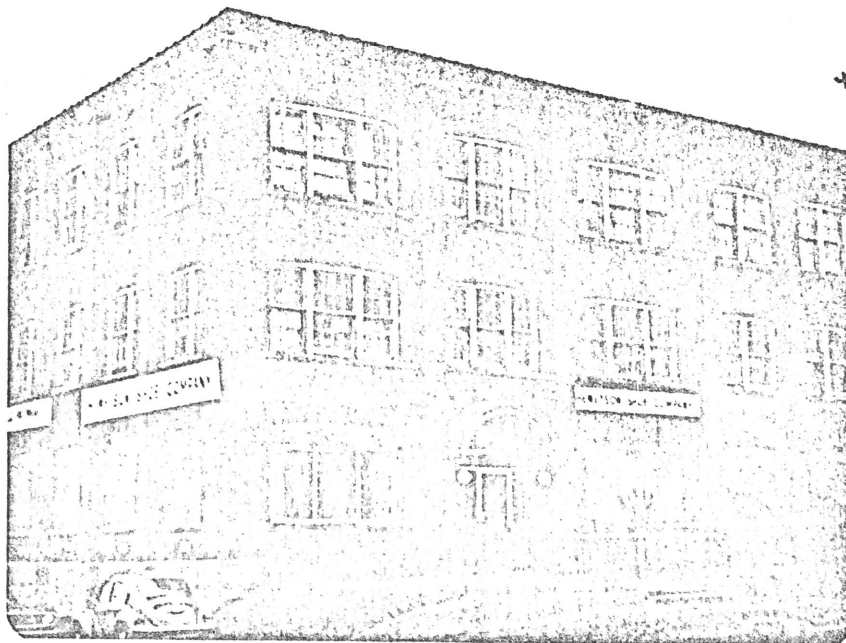


AIR PHOTO OF DALE GREENHOUSES

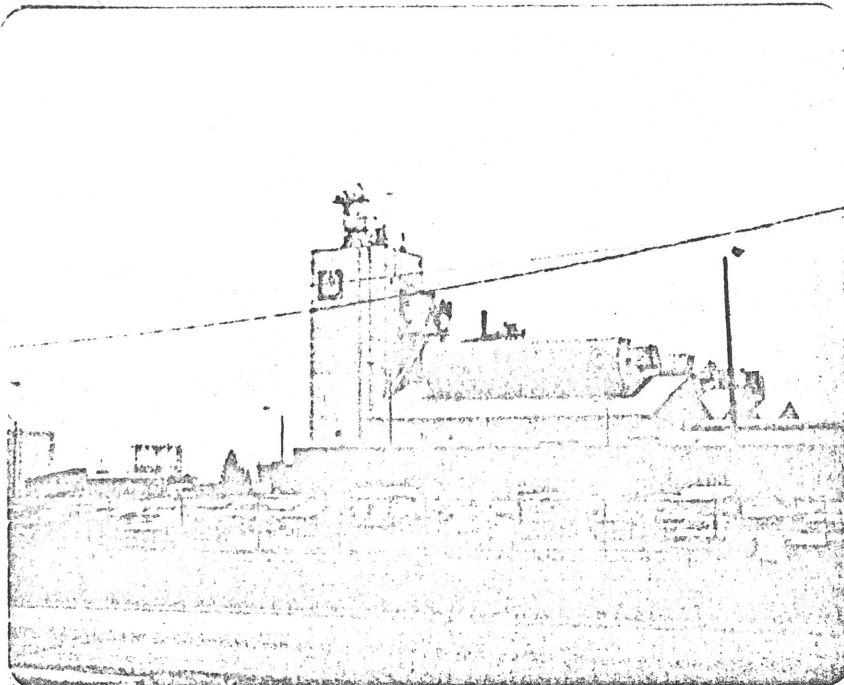
Truly a bird's eye view of the expansive glass area now covered by Brampton's ninety-three year old flower-growing business. Inset the Dale Homestead and the first greenhouse operated by Harry Dale.



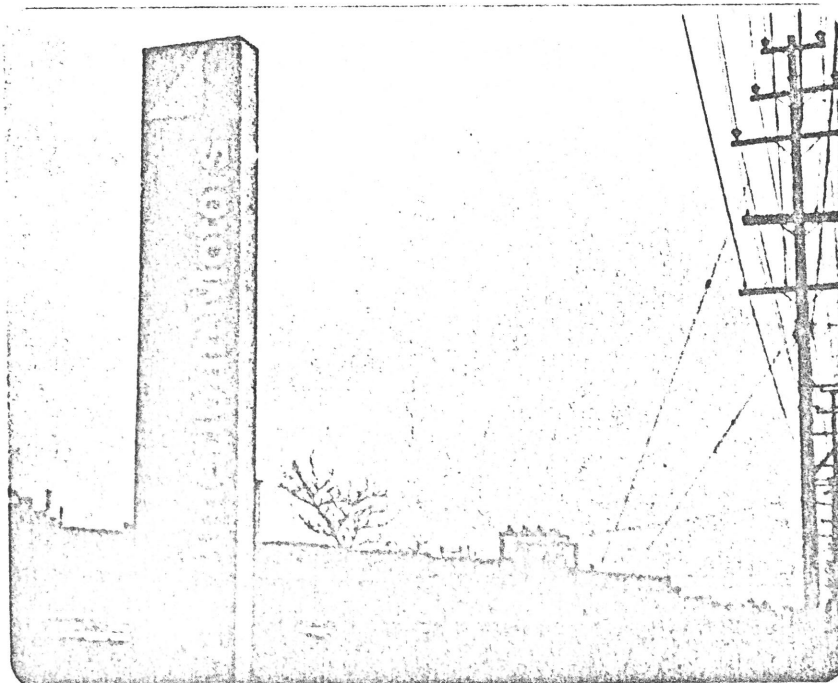
MAIN ST., 1978, LOOKING NORTH



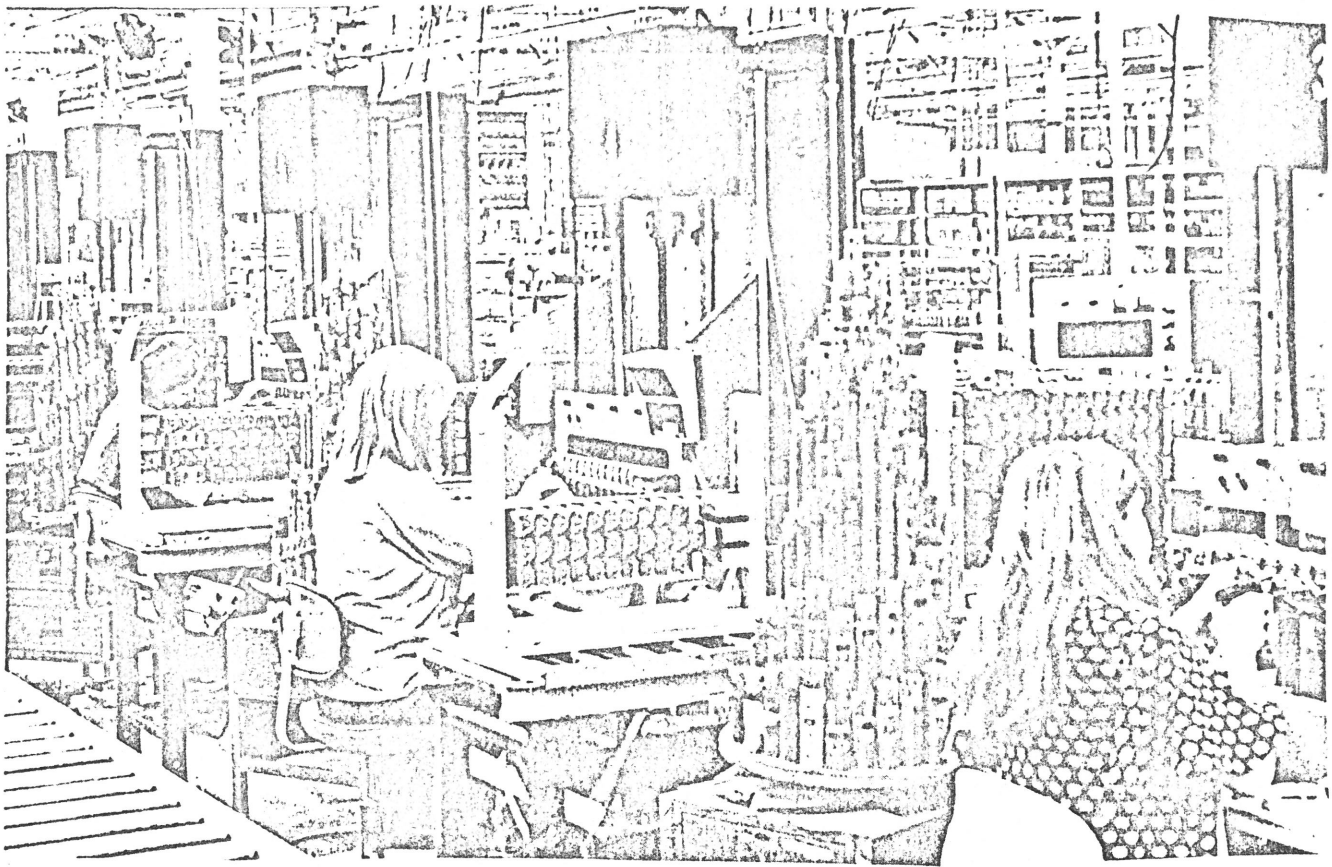
HEWITSON SHOE COMPANY



DOMINION GLASS

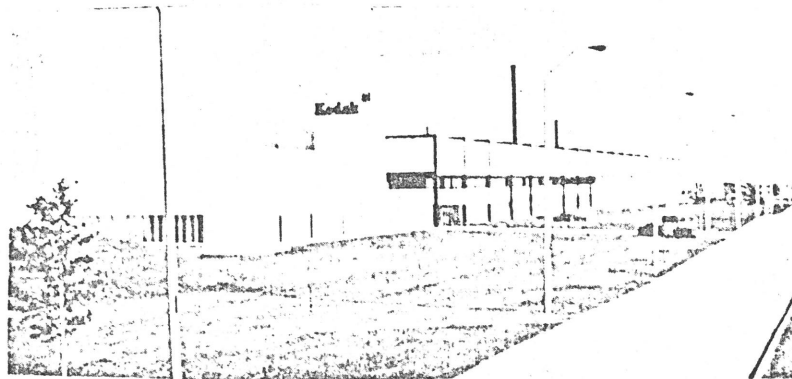


AMERICAN MOTORS



WORKERS AT NORTHERN TELECOM

- from "The BRAMPTON STORY" PG. 14.

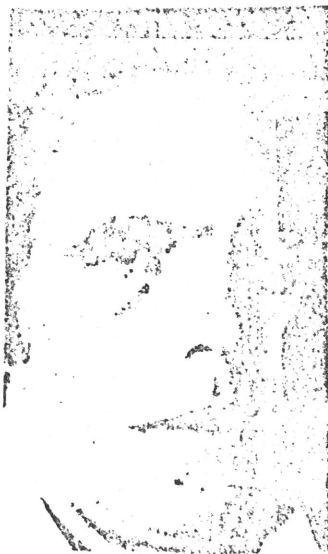


KODAK'S BRAMPTON PLANT- ONE OF BRAMPTON'S
LEADING INDUSTRIAL EMPLOYERS

- from "THE BRAMPTON STORY" PG. 16.



HAROLD ERSTAD



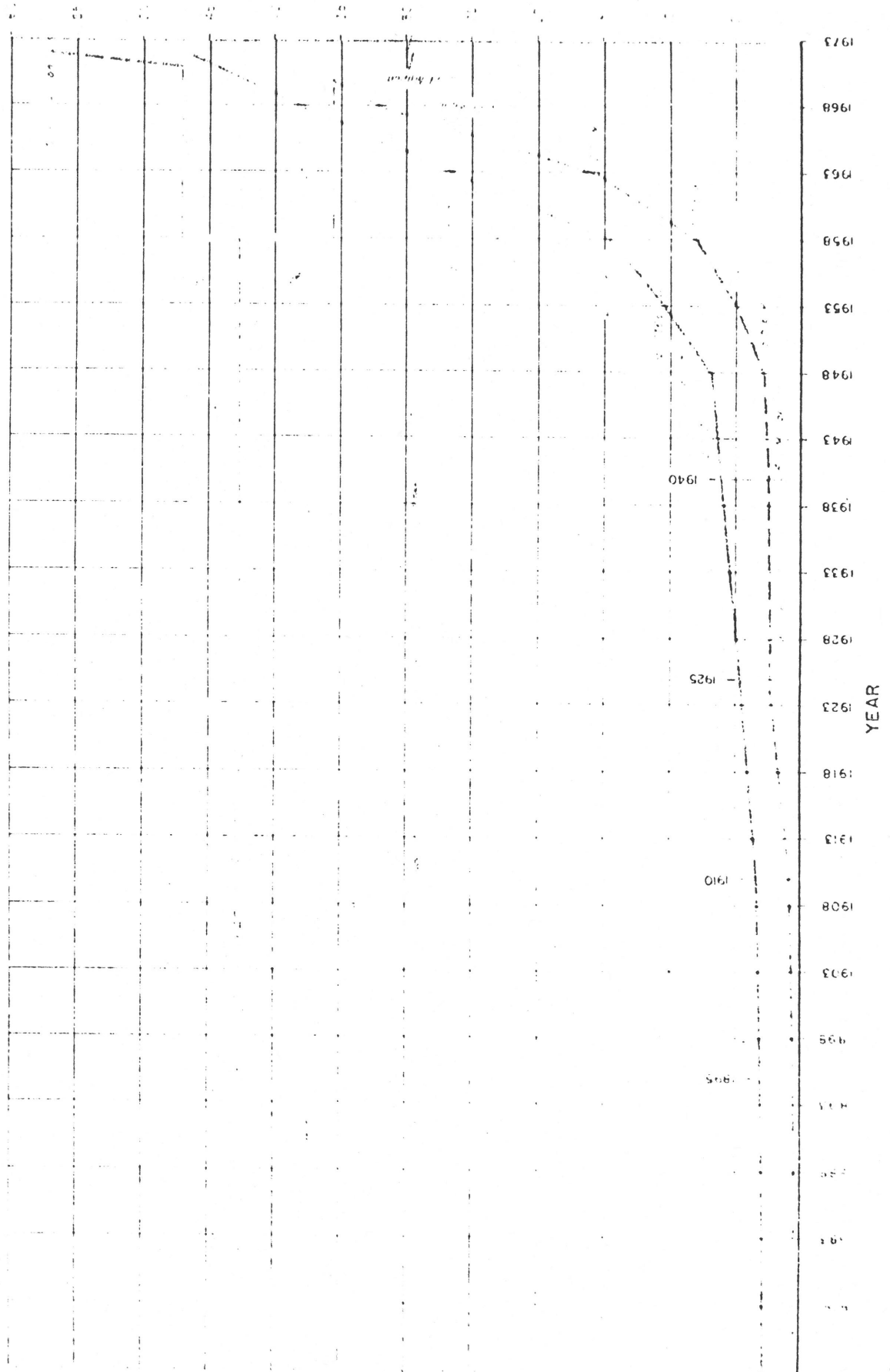
TERRY GORMAN



BUZZ PARSONS

TOWN OF BRAMPTON

POPULATION AND ASSESSMENT 1873 - 1973



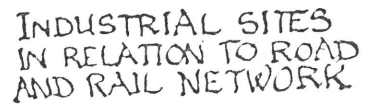
21.- Statistics of Salaries and Wages Paid in the Forty Leading Industries, 1941, together with Comparative Figures of Average Salaries and Wages Paid in 1933, and Totals and Averages Paid in Previous Representative Years.

Note.—Industries ranked according to the aggregate salaries and wages paid.

Industry or Year.	Salaries.					Wages.				
	Salaried Employees.		Total Salaries.	Average Salaries.		Wage-Earners.		Total Wages.	Average Wages.	
	Male.	Female.		1931	1933	Male.	Female.		1931	1933.
No.	No.	\$	\$	\$	No.	No.	\$	\$	\$	
1 Pulp and paper.....	2,681	490	7,118,763	2,252	2,191	23,211	608	26,153,280	1,098	956
2 Printing and publishing.....	5,733	1,838	10,962,226	1,918	1,469	7,648	1,131	11,913,579	1,251	1,213
3 Central electric stations.....	1,921	1,361	10,131,613	1,659	1,643	8,689	Nil	11,294,878	1,312	1,308
4 Railway rolling-stock.....	1,178	67	2,424,816	1,918	1,960	11,827	22	12,857,425	955	813
5 Bread and other bakery products.....	2,211	575	2,669,156	965	900	13,870	1,626	13,124,961	831	843
6 Electrical apparatus.....	2,729	978	6,474,122	1,746	1,807	7,497	2,452	8,746,600	879	749
7 Sawmills.....	2,251	163	1,883,806	780	651	20,056	133	12,231,291	606	551
8 Cotton yarn and cloth.....	453	145	1,192,829	1,958	1,957	11,257	6,219	12,575,419	718	655
9 Clothing, factory, women's.....	1,486	812	3,575,929	1,556	1,488	4,076	10,626	10,015,295	681	669
10 Hosiery and knitted goods.....	877	591	2,636,187	1,796	1,759	5,823	10,657	10,929,429	662	642
11 Castings and forgings.....	1,513	425	3,264,922	1,769	1,680	11,031	147	9,995,204	886	731
12 Butter and cheese.....	3,391	715	3,931,099	955	970	9,994	259	9,207,713	895	947
13 Printing and bookbinding.....	2,477	685	4,869,537	1,510	1,551	6,456	2,195	8,102,440	936	914
14 Automobiles.....	1,346	427	3,532,018	1,992	2,012	7,653	216	9,409,915	1,190	809
15 Slaughtering and meat packing.....	2,057	308	4,027,768	1,703	1,645	6,915	839	7,550,570	978	933
16 Non-ferrous metals melting.....	735	112	1,842,419	2,170	2,151	7,443	6	9,216,757	1,237	1,222
17 Rubber goods including footwear.....	1,267	391	2,884,461	1,736	1,698	6,661	2,757	7,974,179	847	766
18 Boots and shoes, leather.....	1,017	329	2,305,240	1,621	1,615	8,252	5,129	8,291,102	1,111	1,019
19 Primary iron and steel.....	490	96	1,269,620	2,166	2,050	6,791	23	7,753,892	1,136	1,019
20 Bricks, confectionery.....	1,680	471	3,630,758	1,688	1,641	3,635	4,518	5,232,196	612	600
21 Machinery.....	1,451	431	2,974,172	1,551	1,591	5,528	83	5,290,629	913	821
22 Clothing, factory, men's.....	1,118	388	2,088,247	1,387	1,420	3,753	3,550	5,800,668	790	725
23 Silk and artificial silk.....	619	293	1,559,068	1,709	1,925	4,907	3,401	5,976,901	719	678
24 Tobacco, cigars and cigarettes.....	1,565	519	3,424,326	1,620	1,728	2,140	3,896	3,510,320	585	553
25 Petroleum products.....	652	91	1,110,983	1,919	1,976	4,196	10	4,938,213	1,171	1,217
26 Sheet metal products.....	937	271	2,010,565	1,661	1,612	4,227	683	4,253,445	869	848
27 Coke and gas products.....	952	335	2,056,736	1,619	1,587	3,006	2	3,592,233	1,191	1,209
28 Breweries.....	816	150	2,111,461	2,189	2,318	3,280	40	3,477,925	1,017	980
29 Automobile supplies.....	470	191	1,155,331	1,740	1,700	4,031	477	4,312,029	963	893
30 Furnishing goods, men's.....	609	269	1,496,791	1,602	1,631	1,091	6,701	3,912,017	596	480
31 Flour and feed mills.....	1,663	175	2,011,581	1,031	1,089	3,608	157	3,090,731	821	834
32 Boxes and bags, paper.....	667	258	1,867,118	2,018	2,015	2,267	2,038	3,194,741	742	706
33 Fruit and vegetable preparations.....	617	202	1,270,970	1,497	1,476	3,130	3,515	3,433,548	511	463
34 Medicinal and pharmaceutical preparations.....	971	496	2,619,210	1,785	1,560	938	1,101	1,687,196	827	773
35 Brass and copper products.....	691	169	1,455,322	1,656	1,626	2,925	244	2,732,330	890	805
36 Paints, pigments, etc.....	932	261	2,252,291	1,888	1,859	1,513	153	1,573,217	911	967
37 Leather tanneries.....	285	67	815,056	2,315	2,228	3,121	101	2,668,215	826	837
38 Sugar refineries.....	297	62	985,417	2,745	2,985	1,635	86	1,914,215	1,121	1,189
39 Fish curing and packing.....	481	67	676,121	1,234	1,181	3,115	970	2,193,995	533	481
40 Coffee, tea and spices.....	651	175	1,429,809	1,727	1,920	653	338	1,002,826	816	828
Totals, Forty Leading Industries.....	57,055	15,919	146,636,311	-	-	359,911	77,716	281,366,691	-	-
Grand Totals, All Industries—										
1931.....	77,721	22,099	169,986,876	1,614	1,614	338,953	106,479	372,607,759	847	847
1933.....	71,999	20,585	151,860,373	1,607	1,607	299,109	100,309	313,791,767	785	785
1932.....	71,361	20,706	161,695,695	1,732	1,732	301,398	99,021	311,187,718	832	832
1931.....	77,576	22,222	186,819,791	1,872	1,872	351,553	106,015	437,731,767	957	957
1929.....	70,325	22,118	181,279,417	1,982	1,982	331,163	121,043	351,853,619	1,001	1,001
1929.....	73,292	22,815	188,747,672	1,934	1,934	368,014	129,784	424,392,470	1,045	1,045
1926.....	64,181	18,313	152,705,911	1,867	1,867	385,292	111,513	391,144,982	1,003	1,003
1921.....	59,112	16,518	139,611,639	1,831	1,831	333,156	99,117	329,269,406	972	972
1922.....	76,010	20,319	136,219,171	1,791	1,791	398,390	121,212	411,212,111	939	939
1920.....	83,015	21,367	148,367,360	1,786	1,786	426,571	133,853	453,853,225	1,109	1,109
1917.....	68,726	18,158	139,387,158	1,799	1,799	352,963	120,091	409,166,869	760	760

— from CANADA YEAR BOOK, PG. 459
(1937)

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FROM "BRAMPTON, ONTARIO- AN URBAN STUDY" PG. 96A

FOOTNOTES

1. Helma Mika; Places in Ontario (Belleville: Mika, 1977) pg. 61
2. Rees; Brampton, Ontario (MA Thesis, U of T, 1960) pg. 15
3. Ibid, pg. 15
4. Whitbread; Historical Urban Development of the City of Brampton, (BA Thesis, York, 1975) pg. 17
5. Rees, op. cit., pg. 15
6. Whitbread, op. cit. pg. 31.
7. Ibid, pg. 31
8. Ibid, pg. 41
9. There were also 3 blacksmiths, 2 cabinet makers, 1 coppersmith, 3 tailors, and 1 tin smith, among others.
10. Toronto price for wheat was 60¢ per bushel in 1851. In 1854, it was between \$1.40 and \$1.60 per bushel. They were the best returns ever experienced by the Peel farmer.
11. Haggert Brothers made steam engines and boilers, the Brampton Triple Harvester with self-rake, the Bramton Single Reaper, and the Hay Tedder, among other things. Haggert Bros. initially used horse power, but changed to steam in 1851.
12. History of Brampton/Bramalea
13. Whitbread; op. cit. pg. 42
- 13A. Ibid pg. 34
14. Ibid pg. 41
15. Ibid pg. 45
16. Brampton Conservator, Jan. 24, 1911
17. Brampton's 100th Anniversary, pg. 39
18. Oral interview with Harry McIntock at Peel Manor, Dec./1977
19. Rees, op. cit. pg. 45
20. Brampton Conservator, March 9, 1933
21. Ibid, July 5, 1934
22. I. Abella; Canadian Labour Movement, (Ottawa: Cnda Hist. Assoc., 1975) pg. 16
23. Brampton Cons., July 5, 1934
24. Ibid
25. Ibid, July 12, 1934.
26. Ibid
27. Ibid
28. Ibid
29. Ibid

Footnotes

30. Ibid
31. Ibid
32. Abella, op. cit.
33. Brampton Conservator, Aug. 16, 1934.
34. Ibid
35. Ibid
36. Ibid
37. Ibid
38. Ibid
39. Ibid
40. Ibid
41. Ibid
42. Ibid
43. Ibid
44. Ibid
45. Labour Gazette, 1934, pg. 907.
46. Brampton Conservator, Sept. 13, 1934.
47. Ibid
48. Labour Gazette, 1934, pg. 907
49. Canada Year Book, 1937, pg. 459
50. Ibid, 1934-35, pg. 863
51. Ibid, pg. 815
52. Ibid, 1936, pg. 433
54. Abella, op. cit. pg. 341
- 54A. Ibid. pg. 342
- 54B. Ibid. pg. 341
55. Abella, op. cit., pg. 17
56. Rees, op. cit., pg. 49
57. Ibid, pg. 59
58. Ibid, pg. 60.
59. Bram. Conser., Feb. 8, 1945
60. Ibid, Aug. 17, 1944
61. Ibid,
62. Ibid, Nov. 1, 1945
63. Ibid. Feb. 8, 1945.

FOOTNOTES

64. Abella, op. cit., pg. 20
65. Rees, op. cit. pg. 51.
66. Ibid. pl. 55
67. Ibid
68. Ibid, pg. 59
69. Ibid, pg. 56
70. Rees, op. cit., pl. 56
71. Ibid., pg. 57.
72. Ibid. pg. 64.
73. Ibid. pg. 65
- 73A. Ibid. pg. 64
74. Ibid. pg. 63
75. Ibid . pg. 63
76. Bram. Daily Times, Sept. 4, 1976
77. Ibid
78. Ibid
79. Ibid
80. Ibid
81. Ibid
82. Full Employment Leaflet, distrib. by Bram District Lab. Council
83. Brampton Guardian, July 19, 1973
84. Ibid.
85. Ibid, July 28, 1971
86. Ibid.
87. Ibid, Aug. 11, 1971
88. Ibid. Aug 29, 1974
89. Ibid
90. Labour Gazette, 1975, pg. 200
91. Toronto Sun , March 27, 1973
92. Ibid

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